

GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT

The Andhra Pradesh Shops and Establishments Act, 1988 – M/s GMR Hyderabad International Airport Limited, Hyderabad - Exemption from certain provisions of the Andhra Pradesh Shops and Establishments Act, 1988 - Granted - Extension of exemption for a further period of 2 years with effect from 29.09.2013 – Orders Issued.

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LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB.IV) DEPARTMENT

G.O.Ms.No. 58

Dated: 17.12.2013

Read the following:-

1. G.O.Rt.No.55, LETF (Lab IV) Department, dated 16.05.2012.
2. From Chief Human Resource Officer, M/s GMR Hyderabad International Airport Limited, Hyderabad Lr. dated: 14.08.2013.
3. From the COL., AP., Hyd., Lr.No.N2/12721/2013, dated: 27.11.2013.

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ORDER

In the G.O. 1<sup>st</sup> read above, exemption was granted to M/s GMR Hyderabad International Airport Limited from the provisions of sections 15,16,17,21,22,23,30, 31,38,47 and 68 of the A.P. Shops and Establishment Act of 1988 for a further period of two years from the 29.09.2011, subject to the conditions laid down therein and further amendments issued subsequently.

2. On the request of the M/s GMR Hyderabad International Airport Limited in the letter 2<sup>nd</sup> read above, the COL has recommended for grant of further extension of 2 years beyond 28.9.2013.
3. Government have decided to extend the exemption for a further period of (2) years with effect from 29.09.2013.
- 4 Accordingly, the following notification will be published in the Andhra Pradesh Gazette:

NOTIFICATION

In exercise of the power conferred by sub-section (4) of section 73 of the Andhra Pradesh Shops and Establishments Act, 1988 (Andhra Pradesh Act 20 of 1988), the Government of Andhra Pradesh hereby exempts the M/s GMR Hyderabad International Airport Limited, Hyderabad from the provisions of sections 15,16,17,21,22,23,30,31,38,47 and 68 of the Andhra Pradesh Shops and Establishments Act, 1988 A.P. Act No.20 of 1988 for a further period of two (2) years with effect from 29.09.2013 subject to the following conditions namely :-

- I. Weekly working hours for an employee shall be 48 hours. For the Work done beyond 48 hours, employee is entitled to overtime wages.
- II. Every employee shall be given a weekly off.
- III. The management is permitted to engage women employees during night shift subject to provision of adequate security during the course of employment and to and fro transport from their respective residences.

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- IV. Every employee shall be given compensatory holiday in lieu of attending duty by him/her on a notified national /festival holiday with wages under provision to sub section (2) of section 31 of the Andhra Pradesh Shops and Establishments Act, 1988 if they work on notified holidays.
  - V. The Organisation shall obtain Bio-Data of each driver and conduct pre-employment screening of the antecedents of all drivers employed on their own or through outsourcing. The details of such as driving license, Photographs, address, telephone No. / Mobile No.etc of the drivers shall be available with the respective companies.
  - VI. Every employee shall be provided with identity cards and all other welfare measures to which they are eligible as per the rules in force.
  - VII. The Schedule and route of the pick up and drop shall be decided by the supervisory Officer of the company on every Monday ( If the Monday is the holiday next working day in a week) . In case of exigencies change of drivers /routes /shifts shall be allowed only with the prior knowledge of supervisory officers/employees.
  - VIII. The telephone number particularly mobile phone numbers and addresses of the women employees shall not be disclosed to un authorized persons.
  - IX. Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last.
  - X. It is desirable that the company shall randomly check the vehicles on various routes and.
  - XI. Company shall have a control room / Travel desk for monitoring vehicle movements.
5. The exemption granted under para: 7 above of this order may be revoked at any time with out prior notice.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

J.C. SHARMA  
PRINCIPAL SECRETARY TO GOVERNMENT

To  
The Commissioner of Printing and Stationery Andhra Pradesh, Hyderabad.  
The Commissioner of Labour, Andhra Pradesh, Hyderabad.

Copy to

M/s GMR Hyderabad International Airport Limited, (Aparna Trust,  
3<sup>rd</sup> Floor, Banzara Hills, Road No.2 Hyderabad.)  
Sf/Sc.

//FORWARDED:: BY ORDER//

SECTION OFFICER